

CROSSING GUARD MESSENGER BILL DELIVERER & LIBRARY PAGE BENEFIT SUMMARY SHEET

FRINGE BENEFITS AND WELLNESS

- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **HEALTH CARE COVERAGE**
Only for employees working 20+ hours/week
Up to \$212.50/month for PEBT medical, dental, and/or vision coverage
- **WELLNESS**
Only for employees working 20+ hours/week
\$112.50/year after 10 years of service
- **VISION PLAN**
Voluntary plan through VSP
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2 weeks/year*
5-14 years of service.....3 weeks/year*
15+ years of service.....4 weeks/year*
- **HOLIDAYS**
10.5 fixed* (if scheduled to work on holiday)
8-10 hours floating*

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE**
Pro-rated based on average number of hours worked
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **PERSONAL LEAVE**
Pro-rated based on average number of hours worked
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
Only for employees working 24+ hours/week
12 weeks unpaid leave in a 12 month period
(must supplement with paid leave if available)

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
Varies with assignment
- **BILINGUAL BONUS**
\$63.00/month
- **TUITION REIMBURSEMENT**
Only for employees working 20+ hours/week
70% up to \$2,000/year
- **SOCIAL SECURITY**
Employee pays 6.2%
- **DEFERRED COMPENSATION**
Several plans are available to accept member's contributions
- **WORK SCHEDULE**
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.